



# ***CPG3 CSO/XO Conference***







# Manpower, Personnel & Admin

Prepared  
Sep 3, 2016



# REAL WORLD INDIVIDUAL AUGMENTS (I/A's)



## CY-2003 IA's Historical Data

<u>COMMAND</u>	<u>PAYGRADE</u>	<u>ISO IA</u>
- PELELIU:	LTJG	OEF-Saudi Arabia
- ACU1:	E6	OEF - Philippines
- PELELIU:	LTJG	RSOI - Korea USFK
- PHIBCB 1:	E5	RSOI - Korea USFK
- BWD:	E6	RSOI - Korea USFK
- GTN:	LTJG	JWIDS 03
- CPG3:	LT	JWIDS 03
- GTN:	LTJG	OEF - HOA
- ACU5:	E5	ULCHI Focus Lens 03
- CPR3:	E6	ULCHI Focus Lens 03
- ACU1:	E5	ULCHI Focus Lens 03
-ACU1:	E5	Alaskan Road 03

**12 personnel provided for**

**12 IAs**



# REAL WORLD INDIVIDUAL AUGMENTS (I/A's)



## CY-2004 IA's Historical Data

### COMMAND

### PAYGRADE

### ISO IA

- CPG-3:	LT	KEEN EDGE 04
- CPG3 Reserve Units:	E5/E6	RSOI 04
- BHR:	E6	JPAC 04
- ACU5:	E6	CPA BAGHDAD
- CPG3:	E5	OPERATION ALASKAN ROAD
- TACRON11:	E5	JPAC 35TH
- PEL:	LTJG	ULCHI FOCUS LENS 04
- TAR:	LTJG	JIDC
- BWD:	ENS	OVM PART II - BAHARAIN.
- OGD/GTN:	LTJG/OS2	CJTF515 - STOCKHAM/BLUE RIDGE.
- TACRON12:	E6(YN1)	OEF - IRAQ
- BWD:	IS1/2	OIF 04-06 USPACOM (JTF 515).
- BOX:	LT	179 DAYS TO BAHRAIN.
- ACU1/ACU5/BMU1/VTC12/BWD/ DEN/DUB/GMT/OGD/CPR3:	E5/E6 (9575 NEC)	JTF-GTMO IA: (BRIG CHASER)
- DUB/OGD:	LTJG/LTJG	179 DAYS TO IRAQ ISO OIF

16 IAs

20 personnel provided for



# REAL WORLD INDIVIDUAL AUGMENTS (I/A's)



## CY-2005 IA's Historical Data

<u>COMMAND</u>	<u>PAYGRADE</u>	<u>ISO IA</u>
- DUB/BWD:	LT(2)/LTJG	HUMS EFFORT IN THAILAND
- BWD/OGD	MA3/MA2	GTMO TASKER
- PEL	LT	HUMS EFFORT/JAPAN
- PEL/COM/DEN/BWD/TAR/DUB:	IT (7)	JPAC INV & ACC FOR
- UNACOUNTED		
- BWD	LT	AMERICANS IN SW ASIA
- GTWN	CTT1	RSOI EXERCISE (KOREA)
- BWD	CS3/2	MIGHTY GUARDIAN III/8-27 JUN
- PEL/COM/BWD/GTN	LT/E3(5)/E4(2)	TALISMAN SABER/8-27 JUN
- CPG3 (SELRES)	OSCS/ETC/ITC	JPAC MISSION TASKING
- BWD:		KOREAN LINGUISTS
- KABUL, AFGHAN 179 DAYS		RSOI EXERCISE KOREA
- PEL	SN	MM/EN (E4)
- BWD	MA3	KOREAN LINQUIST 179 DAYS
- BWD	OSCS	GTMO 279 DAYS
- DEN	LT	AFGHAN 179 DAYS ISO GWOT
- BMU1	IT2	ZAMBOANGA, PI - 179 DAYS
- OEF		FARSI TRANSLATOR/ISO
- DUB	YN3	179 DAYS/START APR 05
- DEN	LT	GTMO CUBA/179 DAYS START MAY05
		GWOT CONTINGENCY OPS/179
		DAYS/START JUN 05



# 2005 REAL WORLD INDIVIDUAL AUGMENTS (IA's)



## CY-2005 IA's Historical Data

### COMMAND

### PAYGRADE

### ISO IA

- CPG3 RESERVES	LT/LCDR/CDR	UFL O5 / 16 AUG - 2 SEP
- DUB	EN2	JTF-515/179 DAYS START 13 JUL
- DEN	LT	NATO NE-1296 IA ISO OEF/STUTTGART GER
- BHR	IS2	MNF-IRAQ ISO OIF - 210 DAYS
- DEN	LT/1110	JTF GTMOJR-CWC COASTAL HARBOR OFF
- ACU5	LCDR/6130	GTMO CUBA 179 DAYS START 31 JUL
- ACB1	20 CBs	GTMO CUBA/ADM REVIEW BD 179 DAYS
- RUS	EN (E5)	START 29 AUG
- CPG3 RESERVES	LCDR	CONOPS AND LOI TO AUGMENT NSWRONS
- BHR	LT (1XXX)	179 DAYS, START 2 OCT 05
- COM	BMC	OIF/OEF/GWOT NAVCENT DET IRAQ
- BMU1	BMC	START 25 SEP 05 FOR 365 DAYS
- CPR7	LT	TERMINAL FURY (TF-06) 27 NOV - 12 DEC
- BHR	YN2	240 DAYS AFGHAN ISO OEF - 13 OCT
- BHR	MASN	240 DAYS AFGHAN ISO OEF - 2 NOV
- ACB1	LT (3100)	240 DAYS AFGHAN ISO OEF - 2 NOV
- BOX	IS2	545 DAYS CNTCOM COAL FRCE CMND - 21 OCT
- BHR	IS2	240 DAYS AFGHAN ISO OEF - 23 OCT
- BHR	IT2	240 DAYS AFGHAN ISO OEF - 2 NOV
-		179 DAYS KABUL AFGHAN 2 NOV
-		179 DAYS IA SSO JTFGTMO
-		179 DAYS IA SSO JTFGTMO
-		203 DAYS NAVCENT DET KUWAIT

73 personnel provided/34 IAs



# 2006 REAL WORLD INDIVIDUAL AUGMENTS (I/A)



## COMMAND

## PAYGRADE

## ISO IA

RUS

LT 111X

JTF 515 BLUE RIDGE 179 DAYS-START 31

BOX

IS1

179 DAYS NAVCENT ISO OEF - 6 DEC

ACU1

IT2

JPAC-06-2VM-001 VIETNAM - 0

DAYS- 27JAN

BHR

SK2

DJIBOUTI ISO OEF - 203 DAYS - 31 DEC

PCU NEW ORLEANS

LT

DJIBOUTI 200 DAYS - 13 JAN

CPG3

LTJG TABINGA

IRAQ ISO OEF - 179 DAYS - 14

JAN

BHR

IS

ISO OEF - GTMO 560 DAYS, 14 JAN

RUS

CS3

365 DAYS - AFGHAN ISO OEF - 11 FEB

CPG3

(3 RESERVES/1 ACTIVE)

LCDR/LT (3)

KEEN ED

EXERCISE YOKOTA JAPAN

START 19 FEB - 7 MAR (2 WEEKS)

(JOINT BI-LATER EXERCISE W/JAPAN)

179 DAYS IN THEATER PLUS PRE/POST

BHR

SKC

TRNG

AND TRAVEL (APPROX 200) - IN IRAQ

CENTCOM - HARBOR DEFENSE - 203 DA

DEPART 15 APR.

PCU NEW ORLEANS

LTJG

CPG3 RESERVES

LCDR

COBRA GOLD - THAILAND - 11

MAY

CPG3 RESERVES

LTJG

RSOI KOREA 14MAR-1APR

PCD NEW ORLEANS

YN2

IRAQ ISO OEF - 203 DAYS - 11 FEB

ACU1

BM2

IRAQ ISO OEF - 179 DAYS

PEL (IN EXCESS)

GM2

AFGHAN - ISO GWOT - 365 DA



# 2006 REAL WORLD INDIVIDUAL AUGMENTS (I/A)



<u>COMMAND</u>	<u>PAYGRADE</u>	<u>ISO IA</u>
- BHR	IS2	NSWGW2 179 DAYS IN THEATER ISO GW
- CPR7	LT	04/111X - 210 DAYS IN THEATER
- BAHRAIN		
- RUSH	YN3	ADMIN SUPPORT/AFGHAN - 20
- DAYS - MAR06		
- BHR	SK2	KABUL AFG ISO OEF - 365 DAYS - 5 MAR
- BOX	PS1	NAVCENTFOR DET AFGHANISTAN - 200
- DAYS		
- COMSTOCK (PRD MAR06)	LCDR	05/105X - 200 DAYS IN THEATER - IRAQ
- CNBG1	LCDR FRANKLIN	IMPROVISED EXPLOSIVE DEVICES (IEDS)
		22 MAR REPORT DATE
- BKH	LTJG WILLIAMS	IMPROVISED EXPLOSIVE
- DEVICES (IEDS)		22 MAR
- REPORT DATE		
- PCD GREEN BAY	13 SAILORS	IMPROVISED
- EXPLOSIVE DEVICES (IEDS)		
- TARAWA	LT	BSU AST TRAINING OFFICER (UMM QASR)/
		386 DAYS IN THEATER PLUS 12 MAR 2006
- CPR7/ACU5 (SAME OFFICER)	04/111X	22 MAR REPORT DATE
- - 9 APR		180 DAYS TO NAVCENT, BAHRA
- DUB	YN/PN	JSOTF-P PACOM TASKING, IA ISO OEF-P
- GREEN = WORKING....		REPORT DATE 15 FEB
- IAR	LT(SUPPLY)	365 DAYS TO IRAQ
- UNITS	04/1XXX	393 DAYS TO IRAQ (INCL: PRE/POST TRNG)
- CNBG1	1-04/111X	207 DAYS TO AFGHAN





# ACTION MEMO

FOR: ASSISTANT COMMANDER, NAVY PERSONNEL  
COMMAND FOR CAREER MANAGEMENT (PERS-  
4)

FROM: CAPT C. M. SAYLOR, Director, Augmentation  
Division  
(PERS 46)

SUBJECT: CHANGE IN BUSINESS RULES FOR ACTIVE  
DUTY  
AUGMENTATION



## SUBJECT: CHANGE IN BUSINESS RULES FOR ACTIVE DUTY AUGMENTATION

- The total number of Active Duty Augmentation billets has risen from 637 in Oct 02 to 2,692 in Oct 05 with projected requirements increasing to 10,000 billets.



## SUBJECT: CHANGE IN BUSINESS RULES FOR ACTIVE

### DUTY AUGMENTATION

- The current business rules for filling officer billets were developed in Jan 04 and as follows:
  - Tasking will come from claimants with 100 or more officers
  - Officers assigned will come from Type I CONUS Shore assignments
  - Exclude Joint, DoD, OCONUS, and Sea Duty Commands
  - Supply, Chaplains, CEC, Intelligence, Information Processionals, Judge Advocate, and Public Affairs designators are coordinated with community managers vice directly with claimants
  - Medical designators are coordinated with BUMED who provides BNR
  - The Training Command will coordinate with the community managers



## SUBJECT: CHANGE IN BUSINESS RULES FOR ACTIVE DUTY AUGMENTATION

- The current business rules for fillings enlisted billets are similar, with the exception that the billet fills are tasked to two MMCs. (FFC and BUPERS)
- The proposed change in the business rules for officer assignments are as follows:
  - Tasking will come from claimants with 50 or more officers
  - Reclama requests must get endorsement from first flag in chain of command



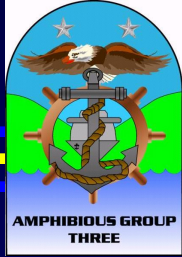


## SUBJECT: CHANGE IN BUSINESS RULES FOR ACTIVE DUTY AUGMENTATION

- No change in business rules for enlisted assignment.
- Benefits:
  - Greater change of success in meeting 30 day notification time for IAs while meeting the anticipated increase in demand
  - Expands the officer manpower pool from 10,273 to 16,686
  - Expands the number of claimants from 11 to 24
  - Tasking is more equitable across shore

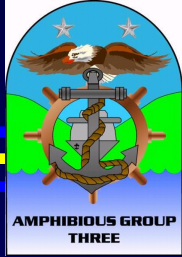


# AWARDS/FITRE PS



# AWARD SUBMISSION

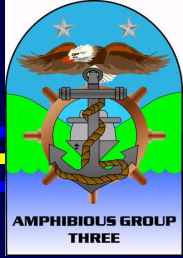
- Reference COMPHIBGRU THREEINST 1650.1J
- FLAG LOC - 1650 or Memorandum on command ltr head for explanation - 30 days prior to presentation date. (15-21 Lines)
- NAM - 1650 and proposed citation - 60 days prior to presentation date. (7-9.5 Lines)



# AWARD SUBMISSION

- NCM - 1650 w/Summary of Action - **60 days** prior to presentation date. **(7-9.5 Lines)**
- MSM and above - 1650 w/Summary of Action MSM is required 60 days prior to presentation and LOM and above are required **90 days** prior to presentation date. **(15-22 Lines)**





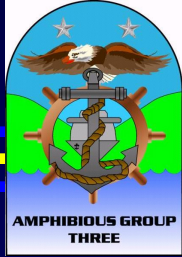
# AWARD GUIDELINES

- The award is about the mbr **not the CMD.**
- Award should be in chronological order.
- Intro sentence should be the topic sentence for award.
- Use complete sentences/**Past tense.**
- If retirement award, then insert  
not. Blurb



# FITREP GUIDELINES

- Brag sheet is **required** for all Fitreps.
- Fitrep should be about member **not the CMD.**
- Use complete sentences/**Past tense.**
- Fill in blk 41-**No white space.**
- TAD personnel-**CPG3 cannot write concurrent FITREPS/EVALS.**



# FITREP INTRO

- **Dynamic leader and achiever!**  
Brilliantly executed a lengthy yard period. Aggressively returning USS EVERSAIL to superior readiness and operational capability. **True winner!**
- Creativity and inspiring leadership...consistently delivered superior performance.



# FITREP INTRO CONT

- **Dynamic leader and motivator!**  
His warship has been my “go-to” unit for any tasking. Always demonstrated highest standards of professionalism and readiness.
- **Remarkably talented CO!**  
Achieved highest standards for operational/material readiness, safety and crew morale. **Dynamic**





# BODY BULLETS

- **Superbly supported his Crew and Families. Results: 1<sup>st</sup>/2<sup>nd</sup>/Career retention 70/84/100%!**
  - **Proactive/Brilliant Leader.**
- Outstanding operator, planner and magnificent manager.**
- Spearheaded leadership in command achieving unprecedented**



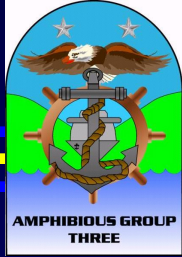
# BODY BULLETS CONT.

- **Sage guidance and leadership.**

**Completed all warfare certs following an extensive overhaul and expiration of all certs!**

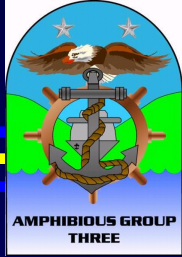
- **Maximized every opportunity.**

**Farsighted and aggressive planner. Achieved and kept “ready-to-deploy” status the longest, despite high turnover and oldest steam**



# BODY BULLETS CONT.

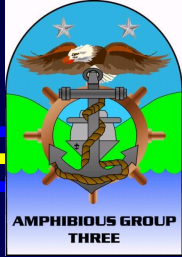
- **Brilliantly executed post-PMA sea trials and CORTRAMID training simultaneously.**
- **Acted decisively to elevate performance standards.**
- **Adroitly integrated with Iraqi, British, Australian and Singaporean forces for multi-national Maritime Security Ops to defend Iraqi oil**



# CLOSING STATEMENTS

- **Select now for CVN Command and Flag rank!**
- **CAPT JPJ is a polished professional, brilliant operator and talented mentor. Ready now to lead our Navy to GWOT success. A must select to Flag and ESG Command!**





# CLOSING STATEMENTS

- Record setting performance! Strongest recommendation for immediate ESG and FLAG selection!
- Hugely talented with tireless drive. A must for earliest ESG command and Flag selection.
- Select for CVN command NOW! Keep him at sea! Select for Flag at Sea!



# CLOSING STATEMENTS

- Immensely talented. Performed with style, precision and skill. Excelled as CO. Strongest possible recommendation for earliest selection to O-6 and MAJCOM. A truly gifted winner.

- LIMITLESS TALENT. Strongest recommendation for earliest selection to O6 and MAICOM



# FITREP DUE DATES

- **O-5 CO FITREPS Due 31 March**
- **O-6 CO/CDRE FITREPS Due 14 April**



**ALL  
ADMINISTRATIVE  
MATTERS FOR THE  
ADMIRAL MUST BE  
COMPLETED BY 31  
MAY.**



# LEGAL OVERVIEW

LCDR ROBERT PASSERELLO  
STAFF JUDGE ADVOCATE



# GCMCA REVIEW

- NJP APPEALS
- ADMINISTRATIVE SEPARATIONS
- LINE OF DUTY INVESTIGATIONS
- JAGMAN INVESTIGATIONS
- ARTICLE 138 COMPLAINTS
- DETACHMENT FOR CAUSE
- COURTS-MARTIAL POST TRIAL DOCUMENTS
- ENDORSEMENTS



# ADMINISTRATIVE SEPARATIONS

- WITHIN CPG3 WE SEPARATE ON AVERAGE 5-8 INDIVIDUALS EACH WEEK
- AS OF 10 MAR 06 - 57 INDIVIDUALS SEPARATED FROM WITHIN CPG3 FOR CY
- DRUGS / POM / SERIOUS OFFENSE
- IF OTH AWARDED PROCEEDINGS REQUIRE JAG REVIEW BEFORE SA ACTS
- IF CONFLICT BETWEEN BOARD AND CO'S RECOMMENDATION - NPC/SECNAV IS SA





# ADMINISTRATIVE SEPARATION

FRAUDULENT ENLISTMENT WAIVER –  
NO SEPARATION WITH CO'S REC (GCM  
WAIVES)

SA CHART – MILPERSMAN 1910-704

**MANDATORY PROCESSING** (1910-144)  
FOR- DRUG USE, VIOLENT  
MISCONDUCT, DEVIANT SEXUAL  
BEHAVIOR

TO CPG3 WITH COPY TO CPR/CNDBG/CTG



# NJP APPEALS

REFERENCE: MCM, PART V-8

TIME LIMIT: USUALLY 5 DAYS  
(UNLESS GOOD CAUSE) – IF CLOSE  
ACCEPT IT!

LEGAL REVIEW:

- STRONG DEFERRENCE TO CO'S
- PREPONDERANCE OF THE EVIDENCE  
MUST SUPPORT GUILTY FINDING
- VIA CPR/CNBG/CTG



# LINE OF DUTY INVESTIGATIONS

- REFERENCE: JAGMAN CHAPTER II
- WHEN TO DO THEM?
  - DISEASE/INJURY LIKELY TO RESULT IN PERMANENT DISABILITY
  - UNABLE TO PERFORM DUTIES >24 HRS
  - ALL DEATH CASES
- WHEN ALCOHOL IS INVOLVED
  - IS THERE IMPAIRMENT? BAC > 0.08
  - WAS IMPAIRMENT PROXIMATE CAUSE
  - LEGAL PRESUMPTION



# INVESTIGATIONS

- NCIS – ANYTHING BIG!!
- PRELIMINARY INQUIRIES
  - FRAT, SEX HAR, ORDERS VIOLATION, MINOR MISCONDUCT, MINOR PROPERTY DAMAGE OR LOSS
- JAGMAN INVESTIGATIONS
  - LITIGATION REPORTS (ANY CASE IN WHICH THE UNITED STATES MAY END UP IN COURT)
  - COMMAND INVESTIGATIONS (SIGNIF PROP LOSS, AIRCRAFT INCIDENTS, GROUNDINGS, FLOODINGS, FIRES)
- ADMIRALTY LETTER REPORTS (COLLISSIONS OR ALLISSIONS WHERE US MAY BE A PARTY TO A LEGAL DISPUTE)



# ARTICLE 138 COMPLAINTS

- REFERENCE: JAGMAN CHAPTER III
- FOR WHAT? REQUEST TO HA FOR RELIEF FROM A WRONG COMMITTED AGAINST A MEMBER FOR WHICH THE MEMBER WAS DENIED REDRESS (CO IS RESPONDENT)
- FOR 138'S - GCMCA EXAMINES COMPLAINT FOR LEGAL SUFFICIENCY, INVESTIGATES AND DECIDES.
- MEMBER RESPONDS BEFORE FINAL DECISION IS MADE AND SECNAV IS FINAL REVIEW AUTHORITY.



# DETACHMENT FOR CAUSE

- WHAT IS IT? ITS NOT A SEPARATION PROCEEDING. ITS AN ADMINISTRATIVE REMOVAL OF MEMBER FROM CURRENT ASSIGNMENT.
- OFFICERS (MILPERSMAN 1611)
  - UNNECESSARY IF MEMBER AT PRD OR A REASONABLE ALTERNATIVE EXISTS.
  - NPC IS FINAL DECISION (IF INVOLVES DFC OF XO, SUPPO'S OR DISBO'S SURFOR ENDORSES ALSO)
- ENLISTED (MILPERSMAN 1616)
  - E7 - E9 ONLY (NO DFC'S GENERALLY FOR E6 AND <
  - GCMCA HAS FINAL DECISION AUTHORITY



# COURTS MARTIALS

## PRETRIAL CONFINEMENT

- IRO HEARING, 48 HOUR LETTER

## NO PRE-MAST RESTRICTION

## POST TRIAL PAPERWORK

- RECORD OF TRIAL TO CPG3
- SJA RECOMMENDATION (LOR)
- CLEMENCY
- CA'S ACTION





# ENDORSEMENT

- PLEASE REVIEW MESSAGE FOR WHO IS REQUIRED TO ENDORSE WHAT.
- **TO INTERMEDIATE ISICS** - PLEASE PROVIDE SUBSTANCE TO THE ENDORSEMENTS.
  - Need Information that explains - Why Forwarded, Recommending Approval?
- ON TOUGH CASES - IN PARTICULAR-WE NEED CPR/CNBG/CTG TO WEIGH IN WITH RATIONALE BEHIND CONCURRENCE WITH COMMAND



# MISCELLANEOUS

- DOUBLE JEOPARDY AND DUI
- FREEDOM OF INFORMATION ACT REQUESTS
  - CPG3 is FOIA Area Coordinator for FOIA requests made to commands within CPG3. Approval and Initial Denial Authority.

**ANY QUESTIONS???**  
**ON ANYTHING??**



# END

## IF I CAN HELP...

## ...PLEASE CALL ME

W 619-556-3786 (DIRECT)

H 760-591-4187

C 617-823-9727



# N 43

# Material



# OIL SPILL MESSAGES



## SHEEN

- SUBJ/OIL **SPILL REPORT**, SHEEN SIGHTING (REPORT SYMBOL OPNAV 5090-2)//
- POC/T.M
- RMKS/1. GMT DTG **RELEASE** DISCOVERED: 041831ZMAR06
- 2. ACTIVITY/SHIP ORIGINATING RELEASE:
- 3. SPILL LOCATION: NAVAL STATION SAN DIEGO, CA;
- 4. AMOUNT **SPILLED** IN GALLONS: LESS THAN 5 GAL estimated amount
- 5. TYPE OF OIL SPILLED: UNKNOWN
- 6. OPERATION UNDERWAY WHEN **SPILL** OCCURRED: N/A
- 7. SPILL CAUSE: UNKNOWN
- 8. SLICK DESCRIPTION AND MOVEMENT: SIZE: 200 SQ FT; COLOR:  
RAINBOW SHEEN; ON-SCENE WIND: 10 KTS; SEA STATE: 0; SLICK  
MOVEMENT:  
DISSIPATED.
- 9. WEATHER: PARTLY CLOUDY; PREVAILING WIND AT SCENE: 270 DEG(T)  
20 KTS; AIR TEMP: 61 DEG(F); WATER TEMP: 60 DEG(F);  
SEA STATE: 0; TIDE: FLOOD.
- 10. AREAS DAMAGED OR THREATENED: SAN DIEGO BAY  
(BETWEEN NAVSTA SAN DIEGO PIER 13); NATURE AND EXTENT OF  
DAMAGE TO PROPERTY: NONE.
- 14. **SPILL** REMOVAL METHOD USED: NONE, PORT OPS DEEMED **SPILL**  
UNRECOVERABLE.
- 15. VOLUME OF PRODUCT RECOVERED IN GALLONS: 0



# CASREPS



FIREMAIN RISER PIPING IN 2MMR HAS A QUARTER INCH HOLE. PIPING IS COMMON DISCHARGE PIPING FROM NR4 AND 5 FIRE AND FLUSHING PUMPS.

POC: ENS SYLVA SYLVAK(AT)DENVER.NAVY.SMIL.MIL

2 OF 5 FIREPUMPS OOC. IF IT BECOMES NECESSARY TO ISOLATE THIS PIPING, SHIP WILL HAVE ONLY 1 OPERATING FIREPUMP.

+++++

CASUALTY/UPDATE-03-06002/PIPING AND ACCESSORIES,/EIC:TD08000/CAT:3//  
fuel manifold

+++++

CASUALTY/UPDATE-07-05052/SUPPORT SERVICES, MAINTN/EIC:U000000/CAT:2// leadsman  
platform

+++++

CASUALTY/UPDATE-14-05038/LASHING, MOORING, AND TO/EIC:1101000/CAT:3// padeyes



# CASCOR



CASUALTY/CORRECT-06018/FIREMAINS/EIC:T801000/CAT:2//

AMPN/1. 0 HOUR DELAY IN CORRECTING THE CASUALTY DUE TO PARTS AVAILABILITY.

2. FINAL PARTS STATUS: N/A

3. 30 MANHOURS EXPENDED IN CORRECTING THE CASUALTY.

4. UNKNOWN EQUIPMENT OPERATING HOURS SINCE LAST FAILURE.

5. THIS IS AN INTERMITTENT USE SYSTEM.//

1. SUMMARY OF REPAIRS: SOUTHWEST RMC MANUFACTURED DISCHARGE SPOOL PIECE, SHIP'S FORCE INSTALLED. OPTTEST SAT.

2. MANHOURS EXPENDED: 30 TOTAL HOURS

A) SHIP'S FORCE: 10

B) OUTSIDE ACTIVITY: 20

3. ROOT CAUSE ASSESSMENT:

A) TRAINING: ADEQUATE

B) POLICIES: ADEQUATE

C) DOCUMENTATION: ADEQUATE

D) DESIGN: ADEQUATE

E) MAMS: N/A

F) PROCEDURES: ADEQUATE

G) PARTS: ADEQUATE

H) DIAGNOSTICS: N/A

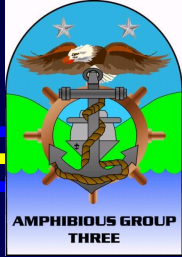
I) MANNING: ADEQUATE

J) REMOTE TECH ASSIST: ADEQUATE

K) 2M MODULE TEST AND REPAIR (MTRF): N/A//

DWNGRADE/DECL/08SEP06//





# SUPPLY



If you do not order the parts. No demand is registered.

Material will not be stocked. May turn into long lead time item or not carried anymore.

When you casrep and material is required, pls order the material

Especially if SWRMC (SIMA) is doing the work.

Ship SWRMC annual budget of 491K. Used for parts only. Man Power and facilities are already paid for.



# EKMS/SECURITY

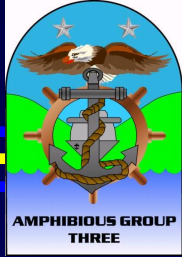


EKMS Inspections are unannounced for an accurate view of command handling of COMSEC.



# Reoccurring Issues

- Command Security programs directly impact the proper handling of COMSEC material, proper granting of access to cleared individuals.
- Inappropriate cleared personnel have access.
- Handling of foreign national clearances have passed all the requirements prior to access.



# Issues cont.

- Lack of local record checks for interim clearances.
- Lack of overall clearance files for personnel handling EKMS, as required by EKMS 1.
- Clearly outlined duties for the SSO/Security Manager to ensure the SCI/Genser clearances have the same level of accountability.
- Bunker Hill can be used as the standard for Command Security Program.



# EKMS Issues

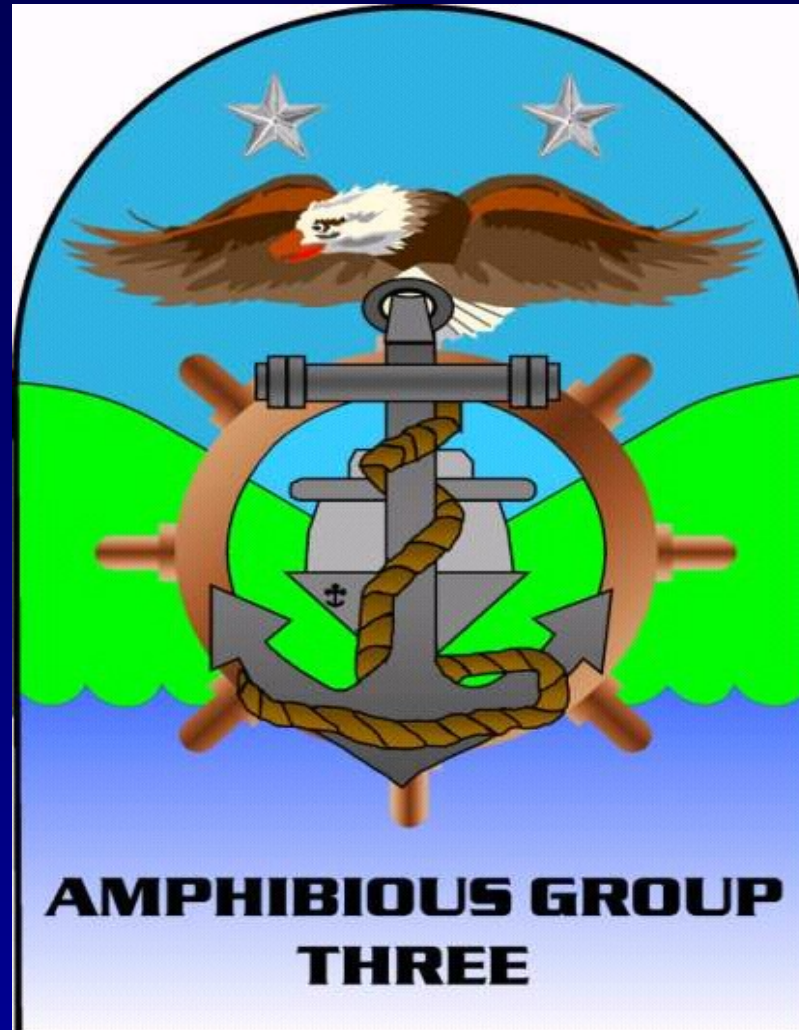
- Lack of ETR submission. This will show itself evident to the CO if DCMS inventories have "IT" In Transit status.
- Poor record retention for inventories, transaction status logs.
- Personnel having access to material above their clearance level.



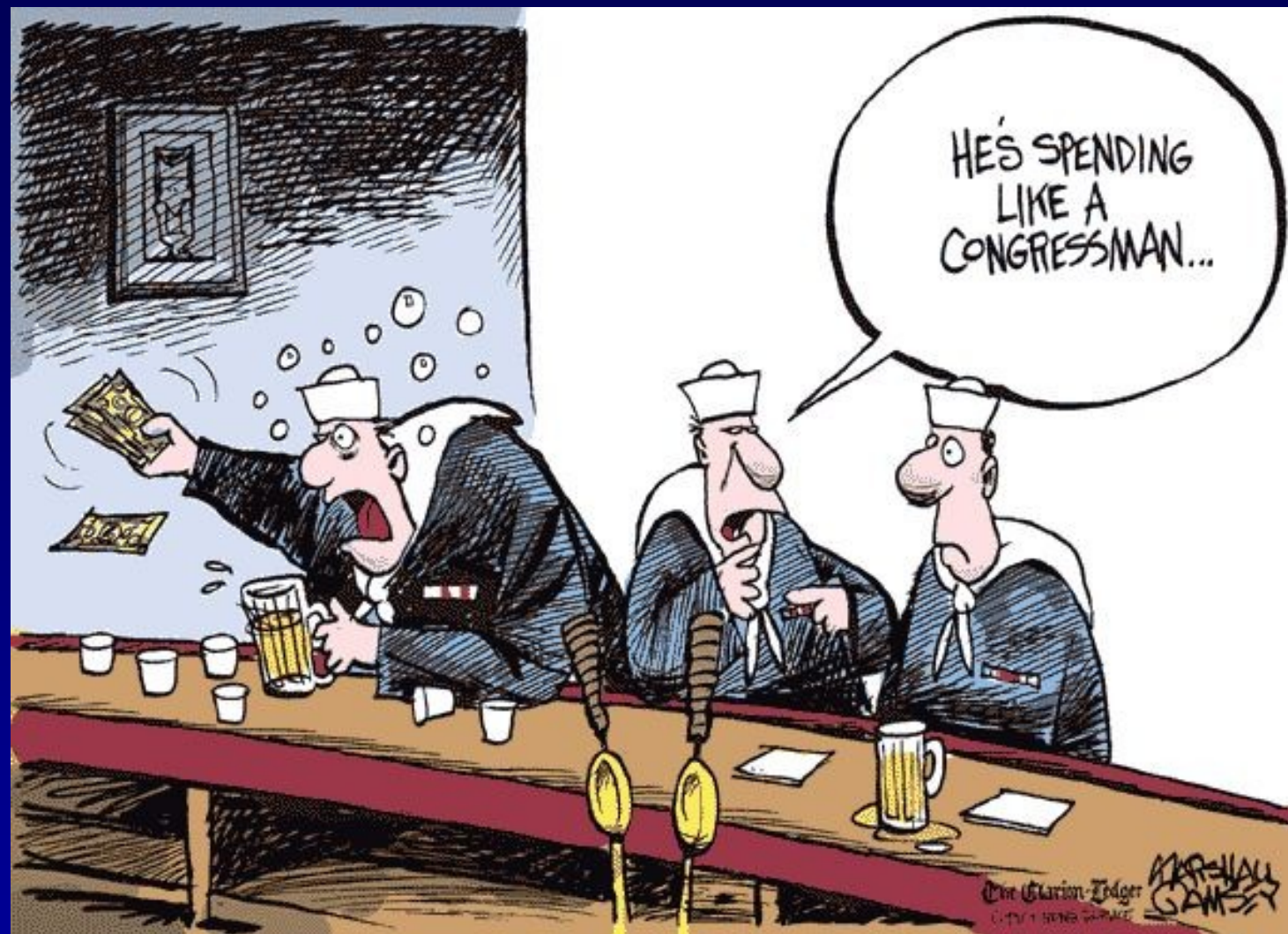
# EKMS Issues

- Lack of a robust EAP/EDP or training.
- USS Boxer and USS Bonhomme Richard EKMS Managers are willing to provide periodic assessments.
- Commands are highly encouraged to perform a quarterly EKMS 3(series) check on their account. Do not rely on CMS A/A to identify all issues, their glance is not as thorough.

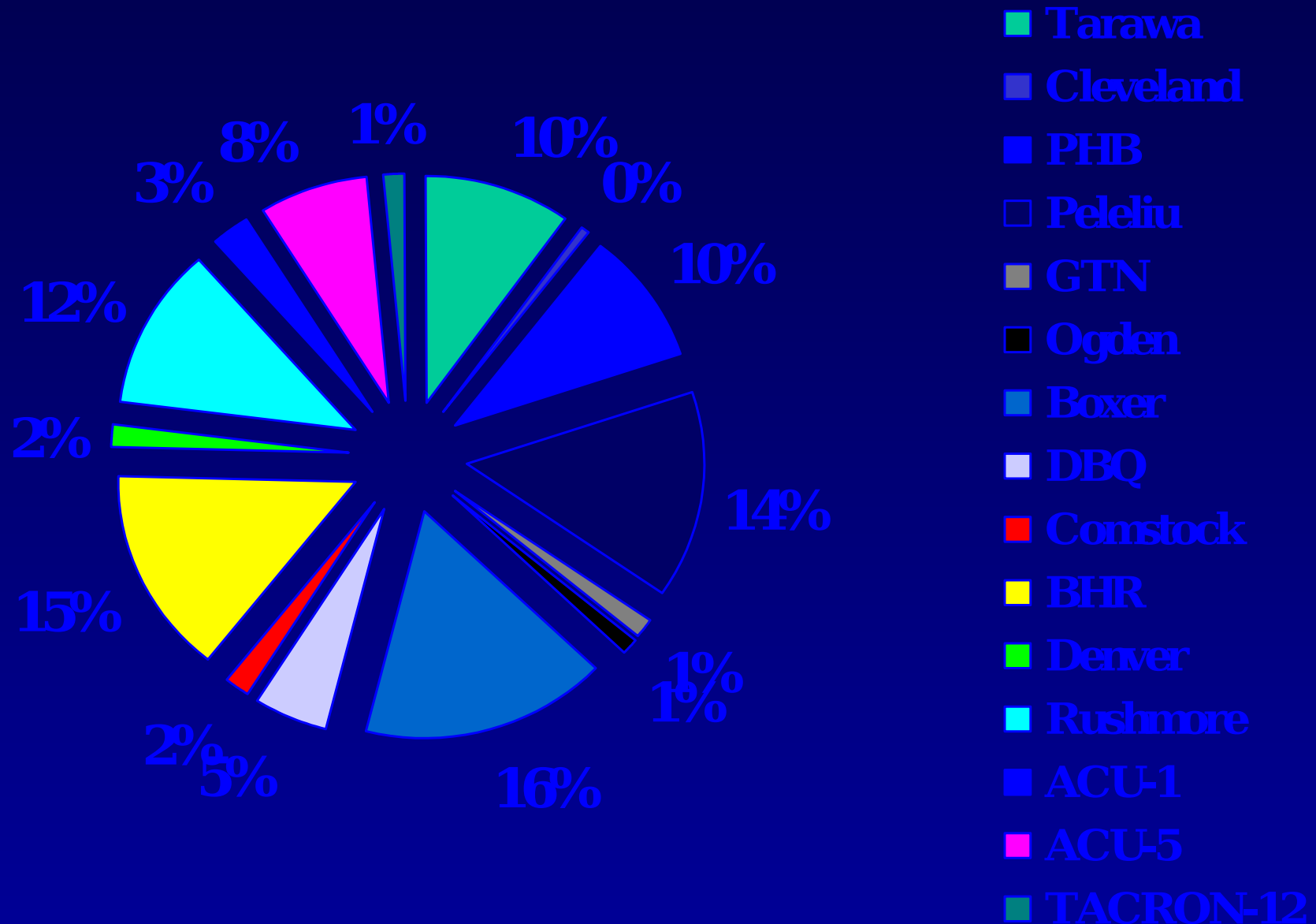
# Alcohol Awareness



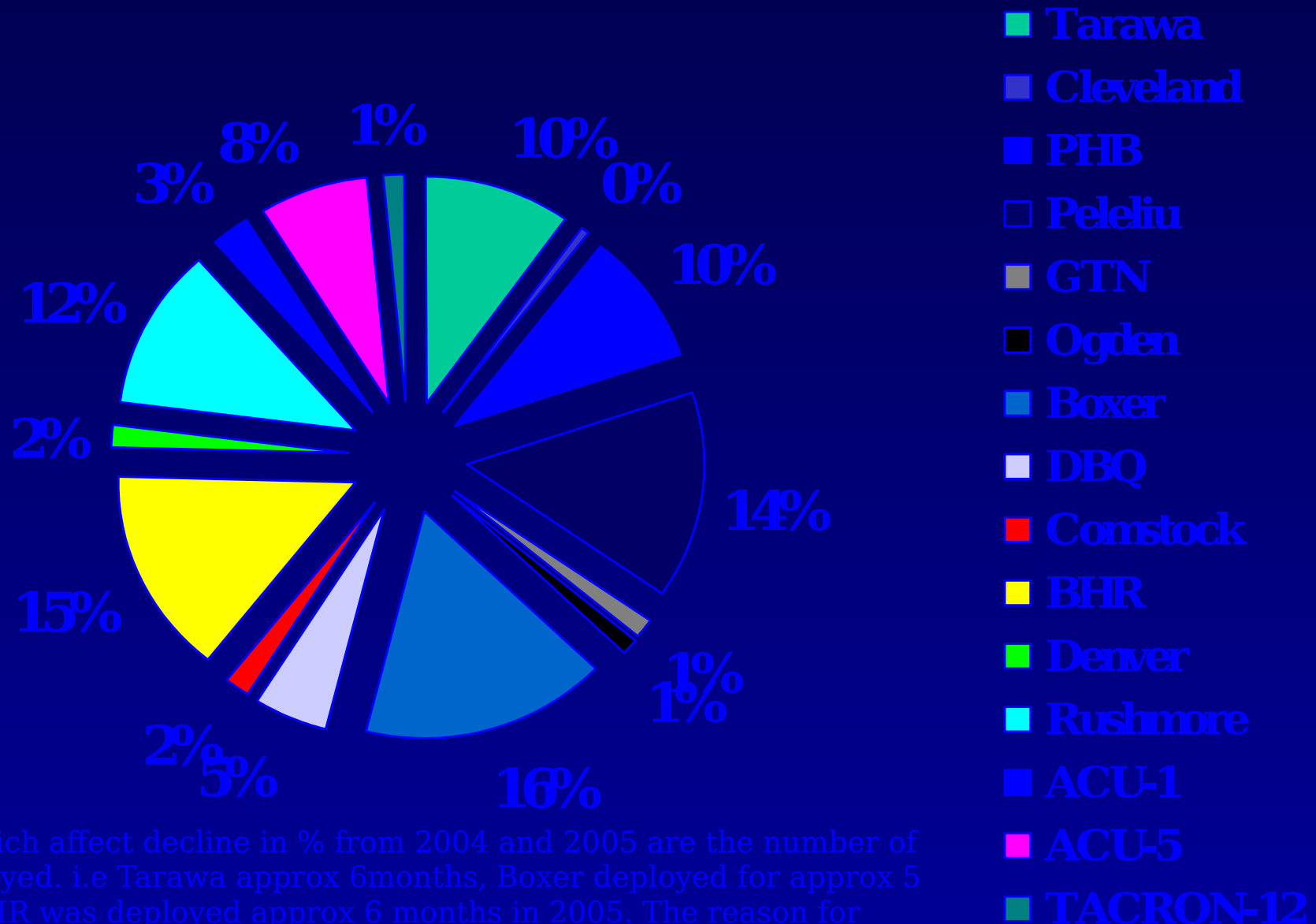




# Alcohol Incidents by CMD 2004

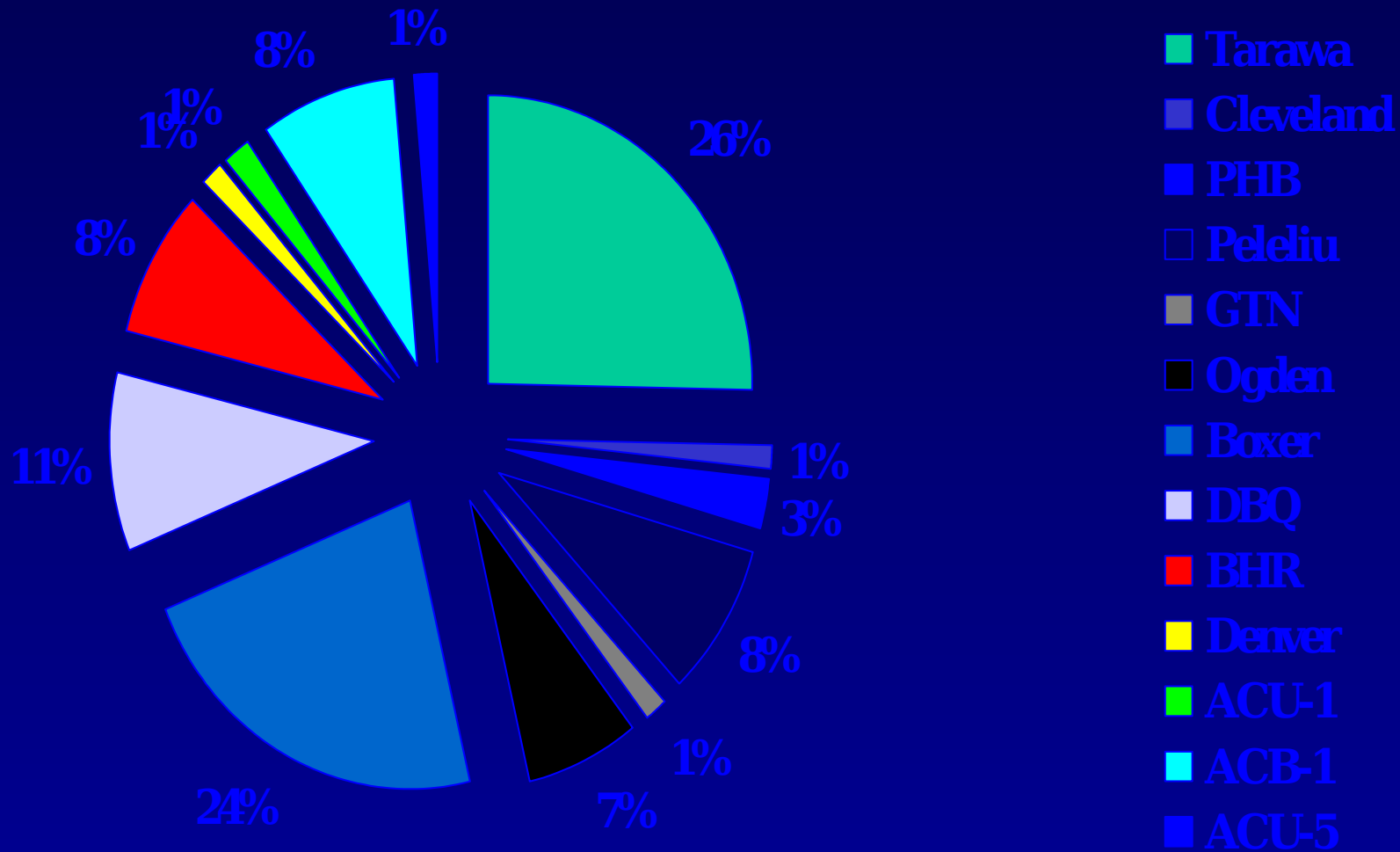


# Alcohol Incidents FY 2005

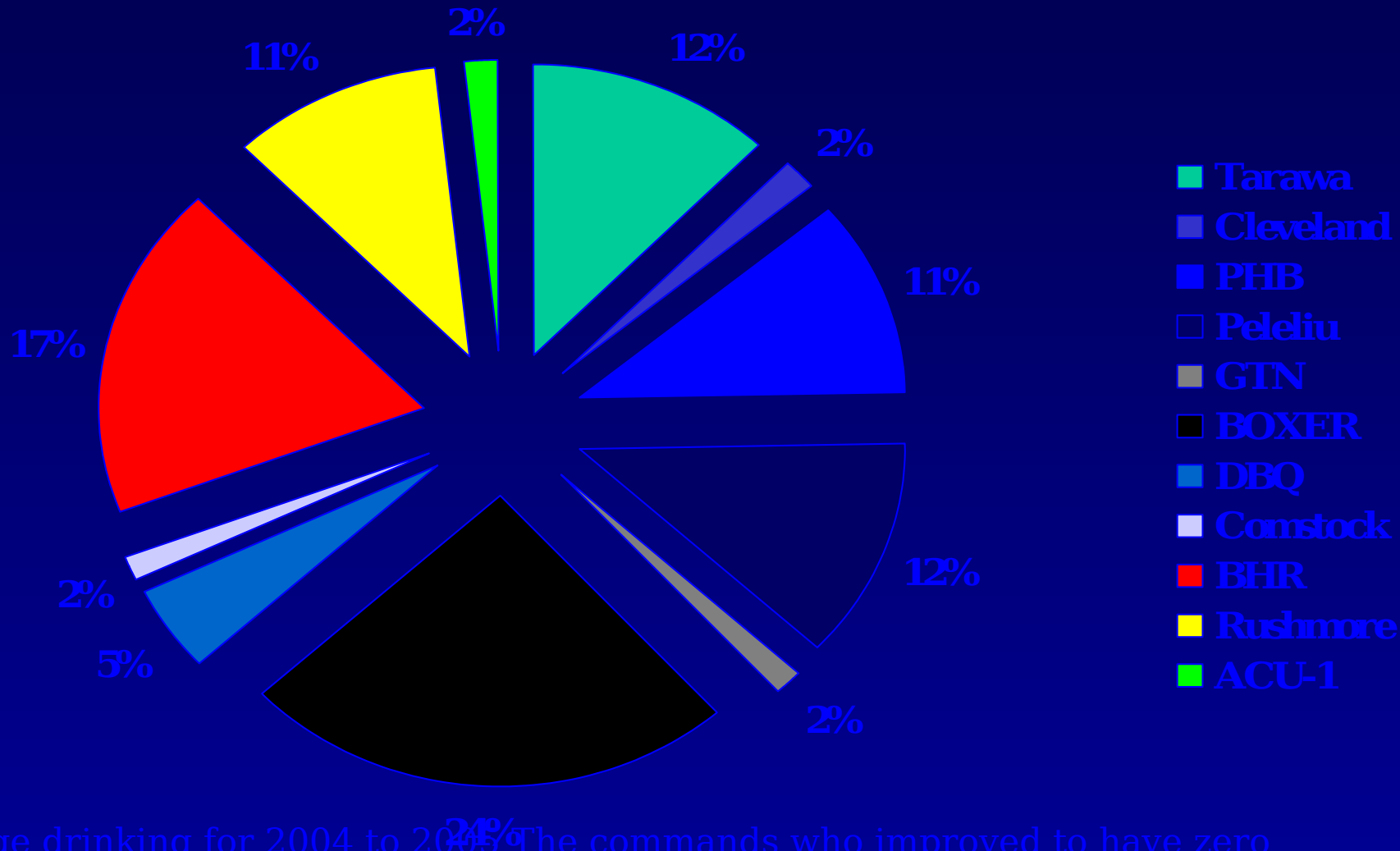


Things which affect decline in % from 2004 and 2005 are the number of days deployed. i.e Tarawa approx 6months, Boxer deployed for approx 5 months BHR was deployed approx 6 months in 2005. The reason for changes in percentages have a captive audience with no alcohol unless in

# Underage Drinking per CMD 2004

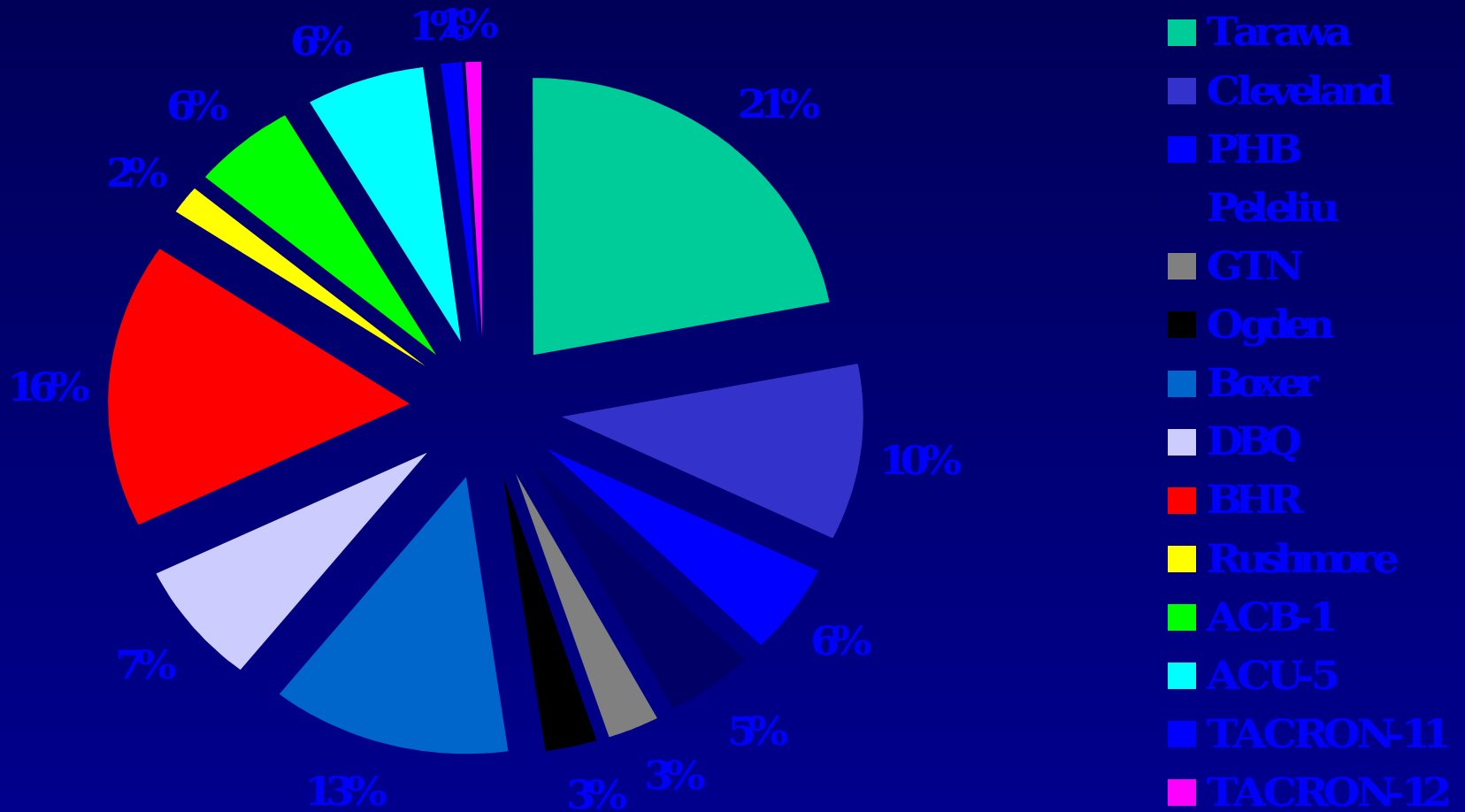


# Underage Drinking per CMD 2005

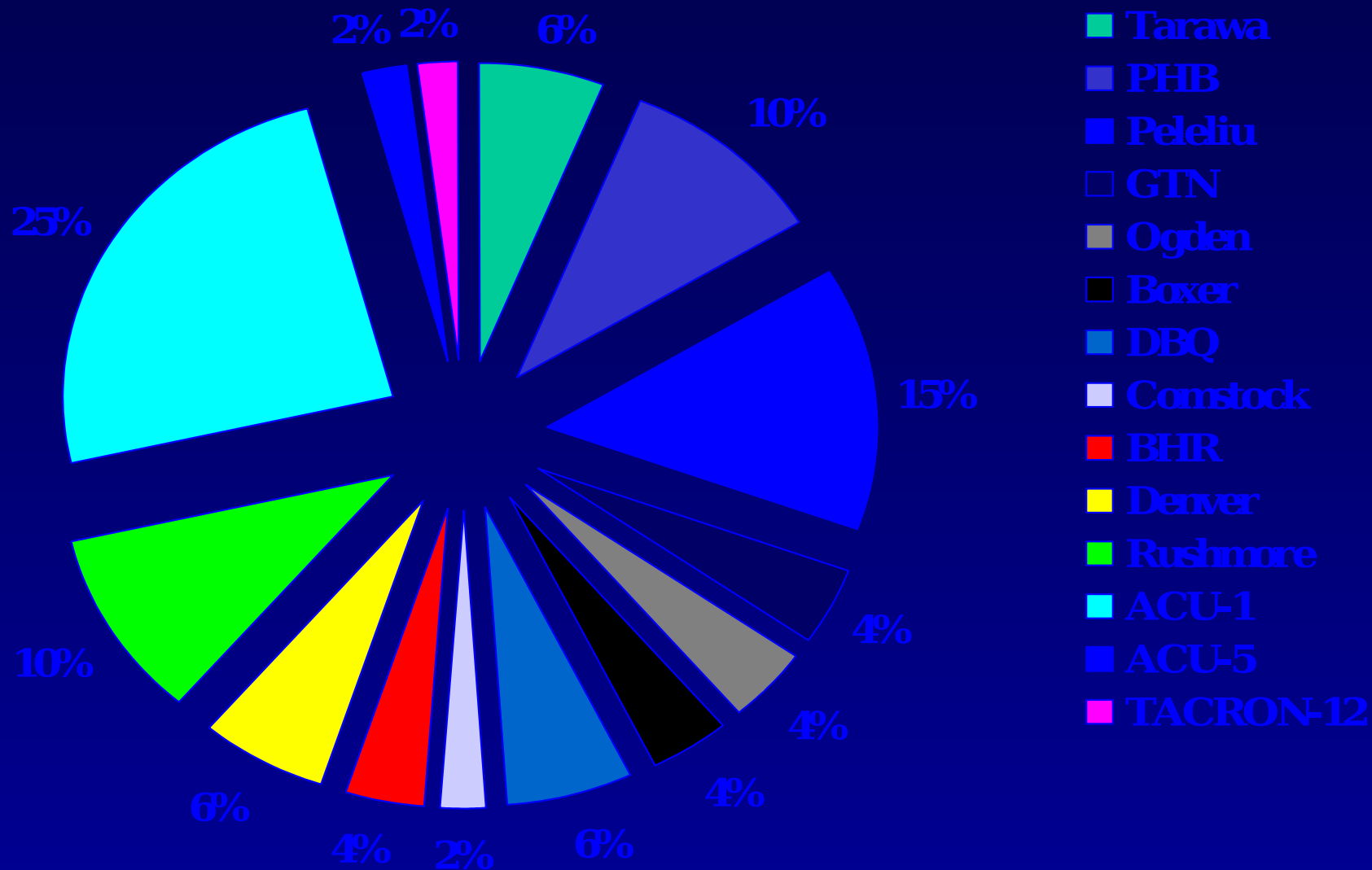


Underage drinking for 2004 to 2005 The commands who improved to have zero reporting were Ogden, Denver, ACB-1, and ACU-5. All the other commands still have issues with underage drinking. The only new command with and issue in 2005 from

# DUI by CMD for 2004



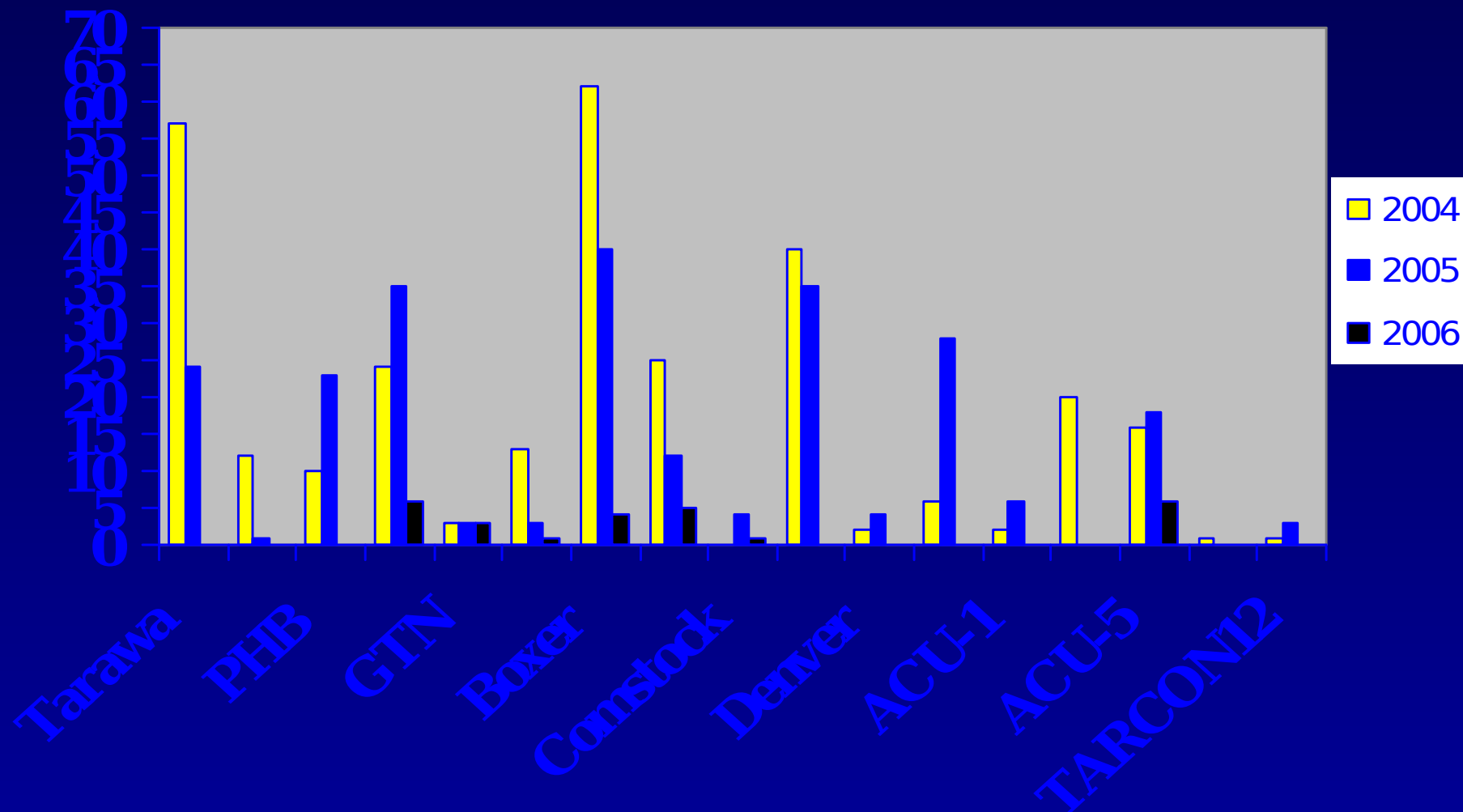
# DUI for CMD 2005



Commands who improved from 2004 were TACRON 11 & ACB-1. Another reason for changes in percentage from 2004 vs. 2005 was number of days deployed. Units which were zero for 2004 and 2005: DBQ, Comstock, Denver, BHR, ACU-5, ACU-12, ACU-11, ACU-10, ACU-9, ACU-8, ACU-7, ACU-6, ACU-4, ACU-3, ACU-2, ACU-1.



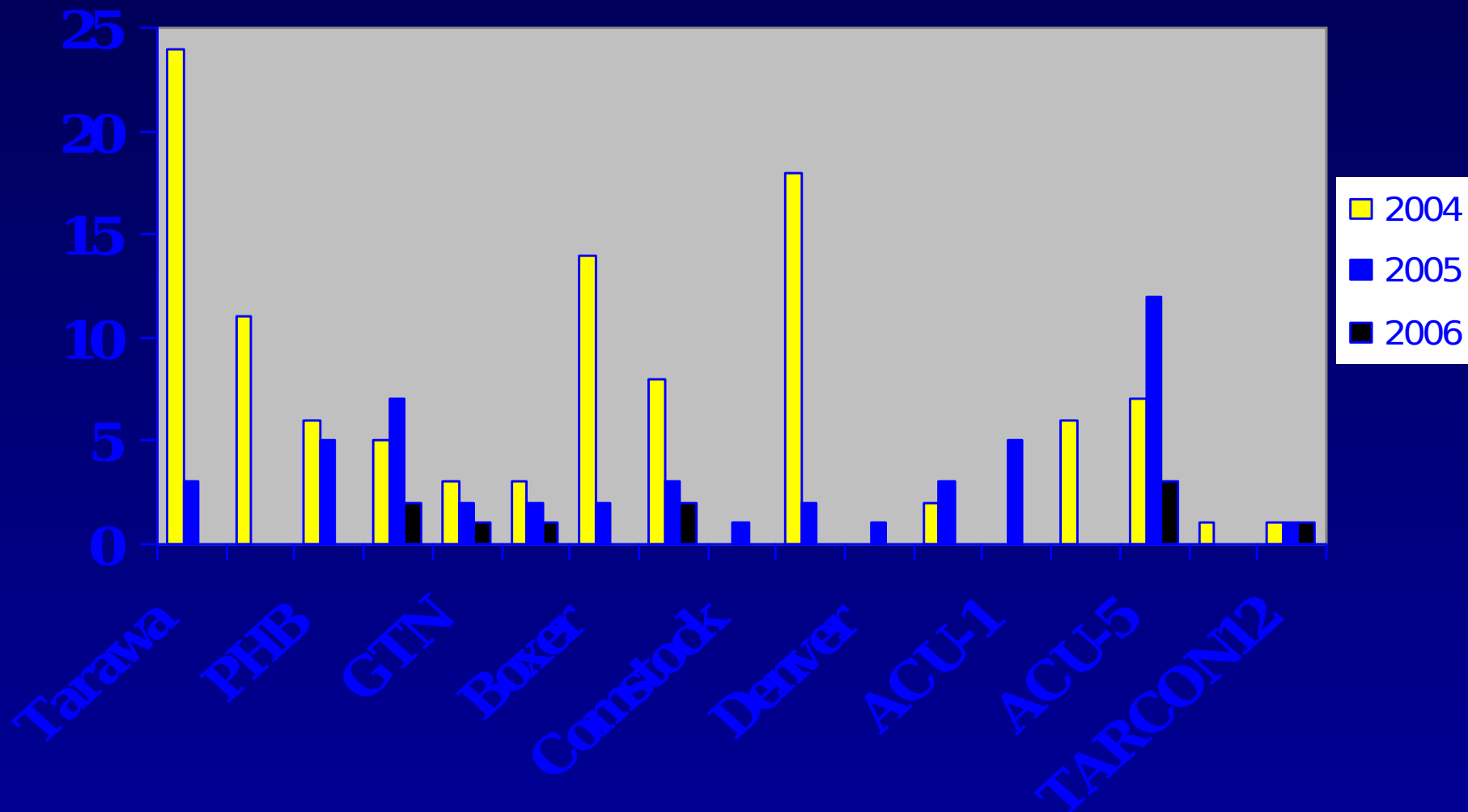
# Alcohol Incidents by CMD's





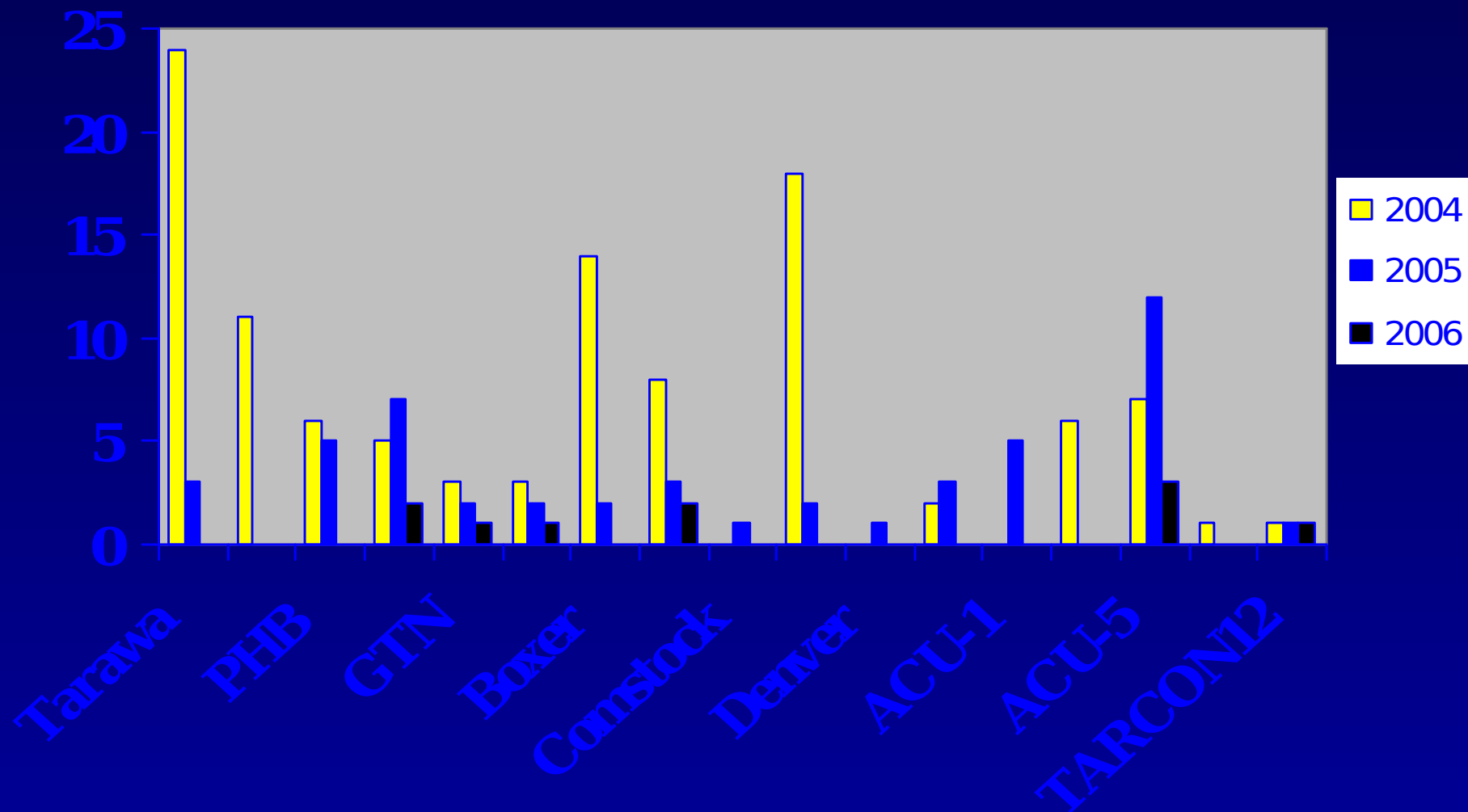


# DUI's by CMD's





# DUI's by CMD's





# Program Overview

**USS Belleau Wood: 0-0-1-3 Program**

**USS Boxer: “Topsy Taxi”**

**USS Bon-Homme Richard: “Arrive Alive Card”**

**USS Denver: “Ride for Life”**

**COMPACFLT: Keychain Breathalyzers**

**COMNAVAIRPAC;**

**VAQ-135: Dial-a-Raven Program**

**VAQ-139: DUI Free Time 90 days=72hr Special  
Liberty**

This is a sample of the programs that are being utilized out in the Fleet. Not all of these programs have proven to be successful.

**Note: Currently 404 DUI Free Days**



# Take Away

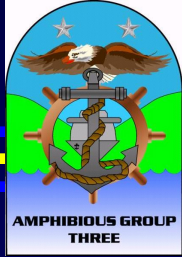
1. **Active involvement throughout the Chain of Command.**
2. **Maximum use of resources; i.e. CREDO, Prevent, ADAMS.**
3. **Safe Haven, establish options for sailors allowing them an escape and properly advertising and endorsing these options; i.e. MWR weekend events.**
4. **Constantly re-enforcing consequences for DUI; i.e. the average DUI out in town cost \$10,000.00 for fees incurred for the DUI.**
5. **Dangling Carrot; Incentive for extended periods of time without alcohol related incidents.**
6. **Community involvement; i.e. police ride-alongs, AA meetings, visit Medial Examiners Office, visit local morgues**



# TRAINING & READINESS



- SFTM Revision/ULT Methodology
- Extensions/ waivers
- CY05 Battle E
- CY06 Battle Effectiveness Awards



# SFTM Revision/ ULT

## • Methodology

- Formal schools- 80% on hand/on order

- EMIRs, PERSMARs, TADTAR requests
- Report shortfalls in SORTS

- Administration

- Watchbills, PQS, Watchteam replacement plans, Bills & Instructions, Current checklists

## • Long range planning- monthly reviews

- Impacts of schedule changes & material casualties



# Formal Schools

## ➤ MUST MEET STANDARDS AT EVERY ULTRA EVENT!

- CPG-3 Force average: 85% (Range 91-79%)
  - LHA/LHD/CG: 85%
  - LPD: 87%
  - LSD: 84%
- ULTRA-S schools review during deployment
  - Identify all long range requirements & critical fills
- Monthly reports by Training Officer







# CY05 Battle E

- ISSUE AREAS: **ACCURATE REPORTING**

- **32 DISQUALIFYING ISSUES NOT DISCLOSED**

- Red E (Eng/Survivability):

- Engineering oil spills (5)
  - (4)

- UD grades

- Admin programs (2)

- Cert lapsed (2)

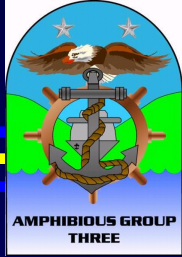
- Green E (C3&IW):

- SESEFF & Chaff exercises lapses (6)



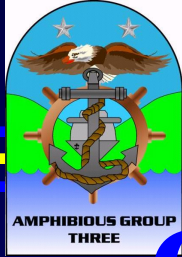
# CY05 Battle E

- ISSUE AREAS:
  - Yellow E (Safety):
    - Non-engineering oil spills (deep sinks, deck drains)- (5)
    - Safety program failures (4)
    - Class A mishaps (MV fatalities) (4)
    - Annual Lessons Learned messages (4)
    - Afloat Safety Climate Assessment Surveys (2)



# CY05 Battle E

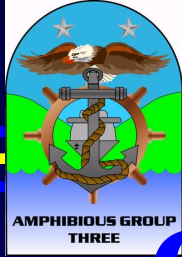
- ISSUE AREAS:
  - Black E (Maritime):
    - Exercise periodicity lapse (2)
    - Others: Inadvertent weapons discharge, Cert lapse, Equipment failure, Collision
  - Blue E (Logistics):
    - Food Service Management (2)
    - Loss of accountability (2)
    - 3M Inspection R-checks (1)



# CY06 Battle Effectiveness

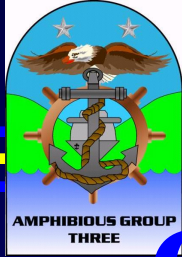
- 4 of 6 warfare area excellence awards required
- Added Command Efficiency Excellence Award-  
“Purple E”
  - Complete ULT in less than 16 weeks, no expired certs
  - 80% of formal schools at every ULTRA event No ordnance losses
  - Net effectiveness at or above Force goal
  - CSMP confidence factor above 85%

• MEOM, 1st Lt. E. J. ...



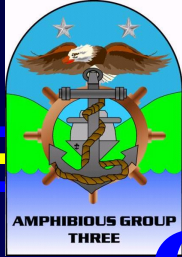
# CY06 Battle Effectiveness

- Black E- Maritime Warfare
  - AMW/ATFP/AW/MOB-N/MOB-S/SAR/SUWUSW/NC-VBSS/ARQ certs current
  - Maintain exercises at M-2 throughout year
  - No inadvertent weapons discharges, groundings, collisions
  - No SAR cert failures
- Green E- C3&IW
  - CCC/CRY/EW/INT certs current
  - Zero security incidents- computer systems, communications, data links, etc.



# CY06 Battle Effectiveness

- Red E- Engineering/Survivability
  - 3M, MOB-D & E cert current
  - No oil or CHT spills
  - No critical admin programs, no more than 3 non-critical admin programs, and no safety programs unsat during any ISIC or ATG assessment
  - Failure to meet minimum equipment at any ULTRA event
  - EOC above average or outstanding; can be average at ULTRA-E to be eligible



# CY06 Battle Effectiveness

- Blue E- Logistics
  - Logistics cert current
  - Stores Mgt 90% or greater. Carcass tracking charges less than 5% of DLR obligations.
  - Food Service Mgt 90% or above. No excessive over issues (2% or greater)
  - Retail Ops Mgt 90% or above. No level 3 losses (3% or greater and/or in excess of \$3k)
  - Disbursing audit SAT. No loss of funds.
  - Post Office Mgt 90% or greater. No loss of accountability.





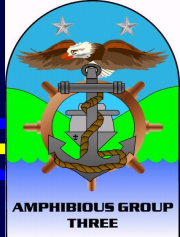
# CY06 Battle Effectiveness

- Yellow E- Safety
  - ORM Training Program SAT
  - Zero Class A mishaps
  - SAT HAZMAT review by INSURV/Safety Center/EPMU
  - NAVOSH programs effective at every review (Tag Out, Elec Safety, Heat Stress, Hearing Conservation)



# CY06 Battle Effectiveness

- CY06 Summary:
  - Oil Spills (4)
  - COMSEC Incidents (3)
  - Expired certs/ exercises (3)
  - Engineering program failures (1)
  - Safety program failures (1)



# NAVY LEADERSHIP CONTINUUM

CPG3/NCC(SW)Scott

POC:

[RUSSEL.G.SCOTT@navy.mil](mailto:RUSSEL.G.SCOTT@navy.mil)

Ref: NAVADMIN 033/06



# APPLICATION

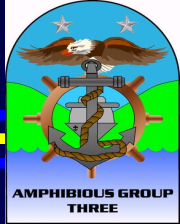
The STA-21 application is composed of two parts:

1. Part I (Initial Application Data–Online Form)
2. Part II (Mail-in)
  - a. Must be postmarked by 1 July of application year
  - b. Includes:
    - Personal Statement
    - Downloadable application form
    - Last five enlisted performance evaluations
    - SAT or ACT scores
    - Academic transcripts (HS/GED and college)
    - SMART Transcript
    - PFA Results
    - Interviewer's Appraisal Sheets
    - Commanding Officer's endorsement and recommendation



## ***TIMELINE***

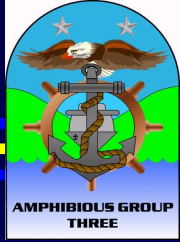
- 31 Mar 06: SAT or ACT deadline  
(recommended,  
must be included in package)
- 01 May 06: Special Request Chit to C0
- 15 May 06: Application package to Admin
- 31 May 06: Interviewer's Appraisal Board  
and Nomination Review Board (The  
Nomination Review Boards require  
networking)
- 15 Jun 06: C0's endorsement prepared
- 01 Jul 06: Mailing deadline
- XX Sep 06: Selection board convenes



## *Lessons Learned – 2005 Board*

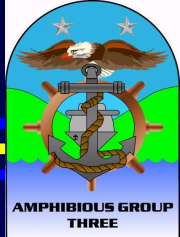
- Clear, forceful, consistent endorsement from CO
- Comments on leadership and potential
- Interview boards of senior officers (DH+)
- Personal statement explains weakness(es)
- Personal statement highlights leadership exp.
- Have mentor(s) proof personal statement
- Obtain as much current college as possible
- Letters of recommendation encouraged





# TRENDS

- More emphasis on technical majors
- Early completion – Do you have your AA/AAS?
- Encouraging more applicant diversity
- PFA minimums are not good enough
- Average SAT = 1200 (No data on new SAT)
- Previous college credits – Math
- Whole Person Concept – community involvement, outside activities
- FY05 STA-21 Selection Process:
  - 1,188 applications received
  - 1,031 application board eligible (due to errors)
  - 186 selected



## *REFERENCES AND POINTS OF CONTACT*

### References:

OPNAVINST 1420.1A (Chapt. 8) [[https://www.sta-21.navy.mil/opnavinst1420\\_1a\\_chap8.pdf](https://www.sta-21.navy.mil/opnavinst1420_1a_chap8.pdf)]

NAVADMIN XXX/06 (approx. April)

Your Command Career Counselor

### Points of contact:

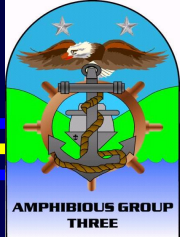
The STA-21 program is managed and administered by the Commander, Naval Service Training Command (NSTC), Officer Development.

On the Web: <https://www.sta-21.navy.mil/>

E-mail: [PNSC\\_STA21@navy.mil](mailto:PNSC_STA21@navy.mil)

Telephone: (850) 452-2486 or DSN 922-2486





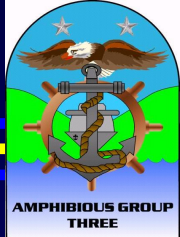
## *FLYING CHIEF WARRANT OFFICER "PILOT" PROGRAM*

Navy is seeking applications from highly-qualified and hard-charging Sailors (E5-E7) for a "pilot" program to place Chief Warrant Officers in cockpits as pilots and naval flight officers.

30 selectees will be commissioned as CW02, attend LDO/CWO Indoctrination, and report to flight training.

Newly-winged aviators will attend FRS for ultimate assignment to VP, VP(Q), VQ(T), HSC, and HSL squadrons.

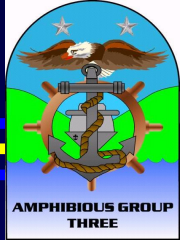
Intent is to create "flying specialists" unencumbered by traditional career paths of unrestricted line officers. As such, Flying CW0s will rotate between traditional aviation sea and shore commands, but remain junior/division officers (vice DH and command track).



## *FLYING CHIEF WARRANT OFFICER "PILOT" PROGRAM*

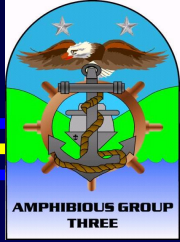
### *Eligibility:*

- *Must be commissioned by 27<sup>th</sup> birthday*
- *Must possess associate's degree or higher*
- *Physically qualified for aviation duty*
- *Must meet Aviation Standard Test Battery (ASTB) minimums*
- *8 year minimum service obligation for pilot; 6 for NF0*
- *Application deadline to Pers-432M is 31 Mar 06!*
- *For further info, see [www.npc.navy.mil/officer/LDOCW0Community](http://www.npc.navy.mil/officer/LDOCW0Community) and click on the "News" tab. (NAVADMIN 031/06)*



# Leadership Continuum

- Per BUPERINST 1430.16E , Advancement manual for the Advancement of Enlisted Personnel of U.S. Navy and U.S. Navy Reserve . Completion of LTC in current paygrade is required to participate in the
- E-6 or E-7 Advancement Examination, or to be considered by the E-8 Selection Board.
- Waivers may be authorized for extraordinary circumstances, however we disapproved 13 out of 13 so far this year.



# Leadership Continuum

- Sailors fail to show up for every class, so stand-bys are almost always given seats.
- Quotas are easily obtained online.
- Your Training Officer or Command Career Counselor can pull reports to show you who needs to attend.
- Remember waivers are 0/13!